

Message Text

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PAGE 01 KUWAIT 00341 181522Z
ACTION MMO-04

INFO OCT-01 NEA-10 ISO-00 A-01 SS-15 PER-05 /036 W
-----043893 181536Z /53

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FM AMEMBASSY KUWAIT
TO SECSTATE WASHDC PRIORITY 9955

UNCLAS KUWAIT 0341

FOR M/MO AND NEA/EA

E.O. 11652: N/A
TAGS: APER, AMGT, CGEN
SUBJECT: HIRING LIMITATION: REQUEST FOR AUTHORITY TO HIRE REPLACEMENT
FOR CONSULAR SECTION LOCAL EMPLOYEE

REF: STATE 003165

1. EMBASSY URGENTLY REQUESTS THAT APPROVAL BE GIVEN FOR THE HIRING OF A CONSULAR ASSISTANT TO REPLACE A CURRENT EMPLOYEE WHO WILL BE RESIGNING IN A FEW WEEKS. IN ADDITION, WE WILL NEED PERMISSION TO HIRE ANOTHER NEW CONSULAR EMPLOYEE IN A FEW MONTHS TIME. BY THAT TIME, HOPEFULLY, THE SYSTEM FOR OBTAINING PERMISSION FOR HIRING NEW EMPLOYEES WILL BE REGULARIZED. WE WILL THEN MAKE OUR REQUEST FOR THAT SECOND PERMISSION THROUGH THAT SYSTEM.

2. IT IS CRITICAL THAT WE HAVE A MINIMUM GAP BETWEEN THE DEPARTURE OF THE EMPLOYEE WHO IS RESIGNING AND THE HIRING OF A REPLACEMENT. AS THE DEPARTMENT IS AWARE FROM NUMEROUS COMMUNICATIONS, OUR CONSULAR WORKLOAD (PRIMARILY VISA) HAS INCREASED DRAMATICALLY IN RECENT YEARS. OVER THE SAME PERIOD, THERE HAS BEEN NO INCREASE IN OUR 3-PERSON CONSULAR LOCAL STAFF. (NOR IN THE AMERICAN STAFF EITHER.) THE PAST THREE YEARS HAVE SEEN MORE THAN 250 PERCENT
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INCREASE IN THE NUMBER OF NIV'S ISSUED. OUR 3 FSLE'S ARE VIRTUALLY SWAMPED BY THIS WORK LOAD, AND EACH PUTS IN 5 TO 8 HOURS OVERTIME EACH AND EVERY WEEK. WHEN ONE OF THESE LOCAL EMPLOYEES IS NOT AT WORK, THE DEMANDS UPON THE OTHER TWO INCREASE TO AN IMPOSSIBLE LEVEL. SHOULD WE HAVE A LONG PERIOD WITHOUT THE THIRD EMPLOYEE, THERE WILL BE A SEVERE DETERIORATION IN THE LEVEL AND QUALITY OF OUR

CONSULAR SERVICES.

3. MOREOVER, IF WE ARE UNABLE TO HIRE A NEW CONSULAR ASSISTANT THIS SPRING WHEN WE RE-PROGRAM ANOTHER EMBASSY POSITION IN THE CONSULAR SECTION, WE WILL BE UNABLE TO COPE WITH THIS SUMMER'S VISA RUSH. (IN THIS RE-PROGRAMMING, WE HAD PLANNED TO TERMINATE ONE SECURITY GUARD, PLACING THAT EMPLOYEE ON OUR GUARD CONTRACT, AND TO HIRE A NEW CONSULAR LOCAL WHEN THE POSITION HAD BEEN RE-PROGRAMMED INTO THE CONSULAR SECTION.)

4. EMBASSY THEREFORE REQUESTS THAT THIS REQUEST TO HIRE A REPLACEMENT BE APPROVED QUICKLY SO THAT WE MAY BEGIN RECRUITING A NEW CONSULAR ASSISTANT. (FINDING QUALIFIED OFFICE STAFF IS A DIFFICULT AND LENGTHY PROCESS IN KUWAIT.)
MAESTRONE

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